

University of South Florida

Department of Psychology

presents:

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***"Opening the Black Box:
Unpacking Emergent Phenomena and
Team Process Dynamics "***

Friday, September 21, 2018

1:15 PM

PCD 1147

Psychologists have studied team processes and effectiveness for decades, amassing a substantial empirical foundation that establishes a science of team effectiveness. Nonetheless, there are also significant concerns that team processes, which are inherently dynamic, have primarily been treated as static constructs. Team processes and outcomes are multilevel phenomena that emerge, bottom-up from the interactions among team members over time under the shifting demands of a work context. Theoretical development that appropriately conceptualizes the multiple levels, process dynamics, and emergence of team phenomena over time are essential to advance understanding. Moreover, these conceptual advances necessitate innovative research methodologies to better capture these dynamic phenomena. I will discuss this conceptual foundation and then describe two promising streams of scientific inquiry – team interaction sensors and computational modeling – that are advancing new measurement techniques and process-oriented research methods focused on understanding team dynamics and emergent phenomena. I will close by discussing the prospects for process-oriented theory and research on team effectiveness.

The USF Psychology Department is offering CEU credits to licensed psychologists (Provider PCE 92).